

**JOSEPH J. GRADY, JR.**  
**Flooring Consultant**

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**1542 N. Concord Avenue, Fullerton, California 92831**  
**Phone 714-992-0549 Fax #714-992-2458**

**PROFESSIONAL EXPERIENCE**

Extensive experience in construction complaint analysis of flooring substrates, and flooring products that include carpet, vinyl, wood parquet and plank, rubber tile, ceramic tile, and natural stone. Specializing in moisture related flooring problems and substrate testing. Also specializing in floor bonding failures. Over 35 years experience in floor related matters with participation in mediations, depositions, arbitration's, and jury trials.

**1994 TO PRESENT**

Partner in Advanced Testing Services providing consulting, expert witness, and investigation services for the flooring industry.

**THE W W HENRY COMPANY**

**1973 - 1994**

A subsidiary of Armstrong World Industries, manufactures adhesive products for bonding ceiling tiles, wall panels, subfloors, carpet, vinyl and vct, wood, ceramic tile, natural stone and underlayment materials.

**DISTRICT MANAGER:**

Responsible for sales, complaint handling and analysis, and product field testing.

**NATIONAL PRODUCT MANAGER:**

Responsible for idea generation, research, and development of new construction adhesives and revisions of existing adhesives. In this position I interfaced with R & D, manufacturing and marketing.

Served as Chairman of the Product Committee:

**Duties:**

- Prepare product information kits
- Train company and customer reps in adhesive technology
- Establish in-house installation programs
- Conduct installation clinics nationally
- Review, analyze, and inspect job complaints nationally
- Maintain conformity to existing laws in regards to safety, hazards and environmental concerns

**NATIONAL MARKET DEVELOPMENT MANAGER:**

Provided market research for determining new market opportunities and provided leadership in the development of new adhesives for entry into these markets.

**TEACHING ASSIGNMENTS 1993 - 1999**

- Guest instructor, Academy of Textiles and Resilient Flooring - Resilient Inspectors class.
- Guest instructor, Ceramic Tile Institute of America - "New Products".
- Guest Instructor, Academy of Textiles and Resilient Flooring - Carpet inspector class.
- Guest instructor, Ceramic Tile Institute of America consultant class - "Slip Resistant Floors".
- Guest instructor, Ceramic Tile Institute of America (2 sessions) "Moisture Problems", Slip Fall Problems and Litigation.

**SPEAKING ASSIGNMENTS, FLOOR COVERING ASSOCIATIONS: (Partial list)**

- Baltimore - Washington
- Philadelphia, Pennsylvania
- Cleveland, Ohio
- Chicago, Illinois
- San Jose, California
- Orange County, California
- Phoenix, Arizona
- San Diego, California
- Seattle, Washington
- Portland, Oregon
- Vancouver, B.C.
- Honolulu, Hawaii
- New York, New York
- Miami, Florida
- New Orleans, La

Joe is past chairman of the Coefficient of Friction Sub Committee of CTIOA.

Joe is also a member of the editorial staff of Business News Publications as a featured columnist.

Published articles, written by Joe Grady, have appeared in trade publications such as Walls and Ceilings, Floor Covering Weekly, Tile Letter, Southwest Floor Covering, Installation, Cleaning & Maintenance News, Tile Industry News, Western Floors, Floor Covering Installer, Tile & Design, and National Floor Trends.

In 1993 Joe was honored as "Tile Professional of the Year" by the Western States Ceramic Tile Association.

In 1997 Joe was presented with the Silver Award by the Ceramic Tile Institute of America.

Joe is currently a partner in Diversified Resources Inc., a manufacturing rep firm providing various flooring membranes and specialty adhesives for the installation of flooring. He is also active in Advanced Testing Services, a branch of DRI, providing testing, consulting and inspection services.

**EDUCATION:**

Banks Business College: Majored in Business Administration  
NOFMA Wood School, Memphis, Tenn.

C.R.I. Carpet School, Dalton, Ga.

**PROFESSIONAL ASSOCIATIONS: CURRENT & PREVIOUS**

- \* Co-Chair CTIOA Concrete Sub Committee
- Material & Methods Standards Association (MMSA)
- Tile Council of America (TCA)
- ANSI A-108 Committee (ANSI) - Chairman ANSI A-136.1
- Tile Contractor's Association of America (TCCA)
- National Tile Contractors Association (NTCA), Director
- Associated Tile Contractors (ATC)
- Ceramic Tile Institute of America (CTIOA)
- ASTM F-13 committee
- ASTM F-6 committee
- ASTM C-21 committee
- Orange County Floor Covering Association
- Western States Ceramic Tile Association
- Member of Forensic Consultants Association

**PRESENTATIONS:**

Western Floor Covering Association: Panel member presenting the first WFCA moisture guidelines.

International Tile & Stone Expo (IT&SE): Panel moderator presenting a program on the ADA and slip resistant flooring.

International Tile & Stone Expo (IT&SE): Presenting "Floor Prep"

Tile West Convention 1996

National Tile Contractors Association (NTCA): Presentation on "Adhesives"

National Wood Flooring Association (NWFA): Presentation on "Moisture"

Tile Contractors Association of America (TCCA): Presentation on "Slip-Falls"

Hacker Industries Inc: National Convention of light weight concrete contractors (Long Beach) presenting "Flooring Problems".

Hacker Industries Inc.: National Convention of light weight concrete contractors (San Antonio) presenting "Standard of Care"

Maxxon Corp., National Convention, Phoenix, Az. - "Flooring Problems"

Associated Tile Contractors (ATC): Presenting "ADA and legal ramifications"

Coverings '98: Moisture Problems seminar

Concrete Tile Manufacturers (CTMA): "Concerns with concrete substrate"

Surfaces Convention 2001, "Flooring Problems"

Surfaces Convention 2003, "Mold & Related Problems"

Converings Convention 2003, "Mold & Related Problems"

**PARTIAL LIST OF INSPECTIONS, CONSULTATIONS, DEPOSITIONS, AND TRIALS SINCE 1994:**

U.S. Custom House, Long Beach, California

Mercy Hospital, Oxnard

Tracy Ca. Prison

UCI, Dormitory's

San Bernadino Medical Center, (Arrowhead)

Palm Valley Country Club (2000 houses)

Class action law suits over 3000 homes in 10 years

Represented over 20 law firms in this period

D9426

Serial No. 10/034,446  
Filed: December 26, 2001

For: METHODS FOR ATTACHING SOLID HARDWOOD FLOOR PLANKS TO  
CONCRETE FLOOR SURFACES

### PENDING CLAIMS

1. A method for attaching solid hardwood floor planks to a concrete surface comprises:  
preparing, away from the site of installation, solid wood floorboards having a length of at least about 3 feet for attachment to said concrete floor surface;  
applying said floorboards to said concrete floor surface with at least one water resistant, water impermeable adhesive in sufficient quantity to attach said floorboards to said surface;  
after said applying step, nailing said boards to said concrete floor surface at right angles thereto, through said boards, and through said adhesive layer; and  
allowing the adhesive to set.
2. The method of claim 1 wherein said preparing step comprises providing said floorboards with surface wormholes/nailholes/scratches, colors and finishes, or a combination thereof.
3. The method of claim 1 further comprising, before applying said adhesive to concrete floor surface, preparing said concrete floor surface to be clean, dry, smooth, low in surface moisture, and substantially flat.

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Appl. No. 10/034,446  
May 7, 2004

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5. A floor comprising a concrete floor surface with solid plank wood floor boards having a length of at least about 3 feet adhesively attached thereto, said adhesive being water resistant and water impermeable with no subflooring between said boards and said concrete floor surface, said floor further comprising a plurality of nails that extend at right angles to said concrete floor surface through said boards, through said adhesive and into said concrete floor surface.
6. The floor of claim 5 wherein said boards include surface wormholes/nailholes/scratches, colors and finishes, or a combination thereof.
7. The floor of claim 5 wherein said boards are of varying thicknesses.
10. The method of claim 2 further comprising, before applying said adhesive to said surface, preparing said surface to be clean, dry, smooth, low in surface moisture, and substantially flat.
12. The floor of claim 6 wherein said boards are of varying thicknesses.